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› November 2021



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Average Weekly Earnings, Australia

Estimates of weekly earnings classified by industry, sector, state and territory

Reference period November 2021

Released 24/02/2022

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Key statistics

Estimates for average weekly ordinary time earnings for full-time adults (seasonally adjusted):

- Increased by 2.1% to \$1,748.40 annually to November 2021.
- Males: \$2,025.20 (public), and \$1,812.30 (private).
- Females: \$1,799.30 (public), and \$1,504.80 (private).

Average weekly earnings, key statistics

		Nov 2021	Nov 2020 to Nov 2021
		\$	% change
Seasonally Adjusted	Full-time adult average weekly ordinary time earnings (a)	1,748.40	2.1
	Full-time adult average weekly total earnings	1,812.70	2.4
	All employees average weekly total earnings (a)	1,328.90	3.8
Original	Full-time adult average weekly ordinary time earnings	1,748.40	2.1
	Full-time adult average weekly total earnings	1,813.00	2.4
	All employees average weekly total earnings	1,328.90	3.8

(a) This component is not seasonally adjusted.

Survey impacts and changes

COVID-19 impacts on average weekly earnings

The COVID-19 period has been unprecedented in the scale and speed of changes in the labour market. As various restrictions to control COVID-19 have been implemented, relaxed and lifted, employment and hours have changed considerably.

The May 2020 cycle of the Survey of Average Weekly Earnings (AWE) collected data from businesses for the last pay period ending on or before 15 May 2020. At that stage, there were widespread social distancing and other business-related restrictions in place to reduce the spread of COVID-19. These restrictions led to a large decrease in the number of jobs, people employed and hours worked, with lower paid jobs and industries particularly impacted, including jobs in Accommodation and food services, Arts and recreation services, and Other services. The large-scale loss of lower paid jobs in these industries had the effect of increasing the value of average weekly earnings at the total economy level. The full-time adult average weekly earnings increased by 3.3 per cent biannually over this time.

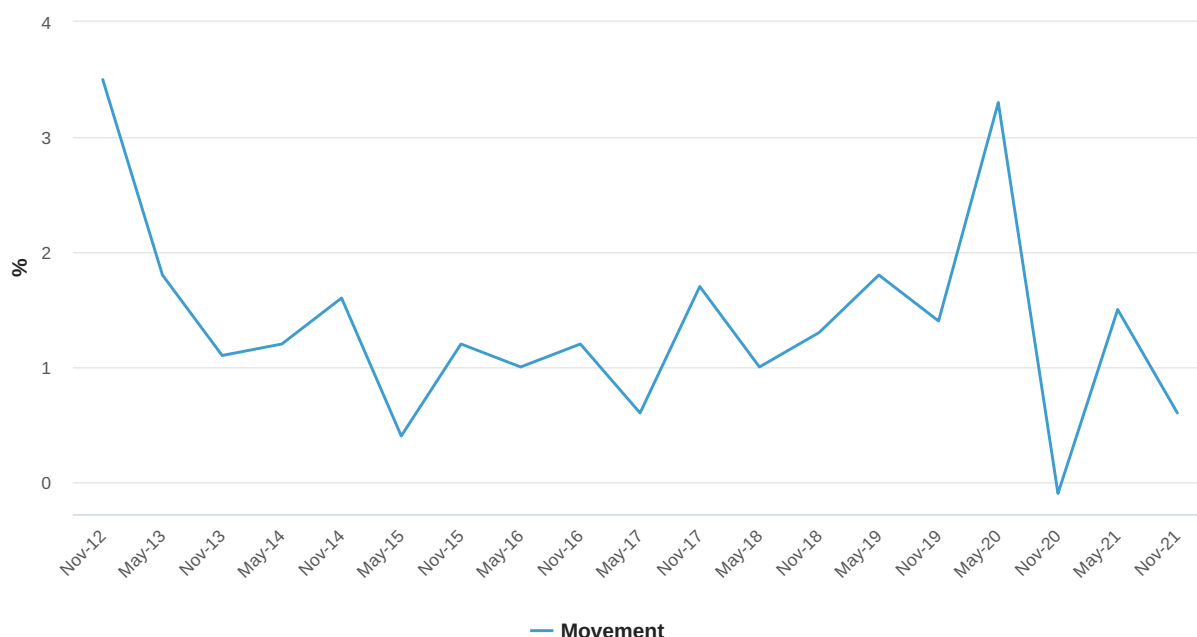
By the November 2020 cycle, lower paid employment and hours had partly recovered, which resulted in a 0.1 per cent fall in average weekly earnings. While the recovery varied by industry and other factors, there was sufficient recovery at the lower end of the earnings distribution to put downward pressure on average earnings. In November, employment was 1.3 per cent below March 2020 (as per [Labour Force, Australia \(/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release\)](https://www.bls.gov/news.release/laborforce.a11.htm) estimates).

The May 2021 reference period (the last pay period ending on or before 21 May 2021) fell prior to the outbreak of COVID-19 cases related to the Delta variant and the related lockdowns and other restrictions to contain its spread. At the time, employment was 1.1 per cent above March 2020 and many restrictions had eased. The full-time adult average weekly earnings increased by 1.5 per cent between November 2020 and May 2021, reflecting the

further shift towards a more typical earnings distribution and more usual six-monthly change in average earnings.

The November 2021 reference period (the last pay period ending on or before 19 November 2021) fell after many of the Delta-related restrictions had been lifted and prior to the emergence of the Omicron variant. By November, employment had recovered to 1.4 per cent above March 2020, with further recovery in lower paid jobs (e.g. in Accommodation and food services) contributing to relatively low biannual growth in the full-time adult average weekly ordinary time earnings (0.6 per cent).

Six monthly movement - Average weekly ordinary time earnings, Full-time adults, Seasonally adjusted



Suspension of trend estimates

Since May 2020, trend estimates have been suspended for all average weekly earnings series. The reinstatement of trend series will be reviewed in future cycles.

Continuing use of forward factors for seasonal adjustment

In the May 2020 Average Weekly Earnings release, the ABS changed the method used to produce seasonally adjusted estimates from the 'concurrent' method to the 'forward factors' method. The forward factors approach is better suited to managing large movements at the end point of series and ensures that large movements do not have a disproportionate influence on the seasonal factors. The forward factor approach is not considered suitable for series with a non-seasonal span, and the concurrent adjustment method continued to be used for these series.

Given the large movements in the labour market during the COVID-19 period and the continuing use of a forward factors approach to seasonal adjustment, the ABS undertook an extensive annual review of its seasonally adjusted average weekly earnings series, prior to the release of the May 2021 estimates. Static forward factors for the next 12 months were calculated through this annual process and were used from the May 2021 release.

For further information on seasonal adjustment during a period of uncertainty please see: [Seasonal adjustment throughout periods of significant disruption and uncertainty](https://www.abs.gov.au/statistics/research/seasonal-adjustment-throughout-periods-significant-disruption-and-uncertainty#survey-impacts) | Australian Bureau of Statistics ([abs.gov.au](https://www.abs.gov.au)). (<https://www.abs.gov.au/statistics/research/seasonal-adjustment-throughout-periods-significant-disruption-and-uncertainty#survey-impacts>)

Survey response remains high in November

Responses for the Average Weekly Earnings November 2021 cycle remained high. The ABS would like to thank Australian businesses for their continued support in responding to our surveys during such a difficult time, given how critically important this information is.

Understanding compositional changes in earnings

The Australian Bureau of Statistics' Average Weekly Earnings survey is designed to measure the level of average earnings in Australia at a point in time. Movements in average weekly earnings can be affected by changes in both the level of earnings per employee and in the composition of the labour force. Factors which can contribute to compositional change include variation in the proportion of full-time, part-time, casual and junior employees; variation in the occupational distribution within and across industries; variation in the distribution of employment between industries; and variation in the distribution of hours worked and paid for.

It is also important to note that while Average Weekly Earnings data can be used to

compare, at the very broad level, average earnings between males and females, such comparisons do not take into account a range of compositional differences. For example, differences in occupation or hours worked can contribute significantly to the differences observed between male and female earnings. Details of occupation and hours worked are not collected in the Average Weekly Earnings survey. For further comparisons between male and female wages, including hourly rates and by occupation, refer to [Employee Earnings and Hours, Australia \(https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/employee-earnings-and-hours-australia/latest-release\)](https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/employee-earnings-and-hours-australia/latest-release).

For more information on compositional changes, see [Spotlight: Increases in Average Weekly Earnings – compositional changes during the COVID-19 period \(https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-increases-in-average-weekly-earnings-compositional-changes-during-the-covid-19-period\)](https://www.abs.gov.au/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-increases-in-average-weekly-earnings-compositional-changes-during-the-covid-19-period).

Australia

Average weekly earnings, seasonally adjusted

		Nov 2021	Nov 2020 to Nov 2021
		\$	% change
Males	Full-time adult average weekly ordinary time earnings (a)	1,846.50	2.3
	Full-time adult average weekly total earnings	1,934.80	2.6
	All employees average weekly total earnings (a)	1,577.10	3.3
Females	Full-time adult average weekly ordinary time earnings (a)	1,591.20	1.9
	Full-time adult average weekly total earnings	1,618.00	2.2
	All employees average weekly total earnings	1,093.80	4.1
Persons	Full-time adult average weekly ordinary time earnings (a)	1,748.40	2.1
	Full-time adult average weekly total earnings	1,812.70	2.4
	All employees average weekly total earnings (a)	1,328.90	3.8

(a) This component is not seasonally adjusted.

Average weekly earnings, original

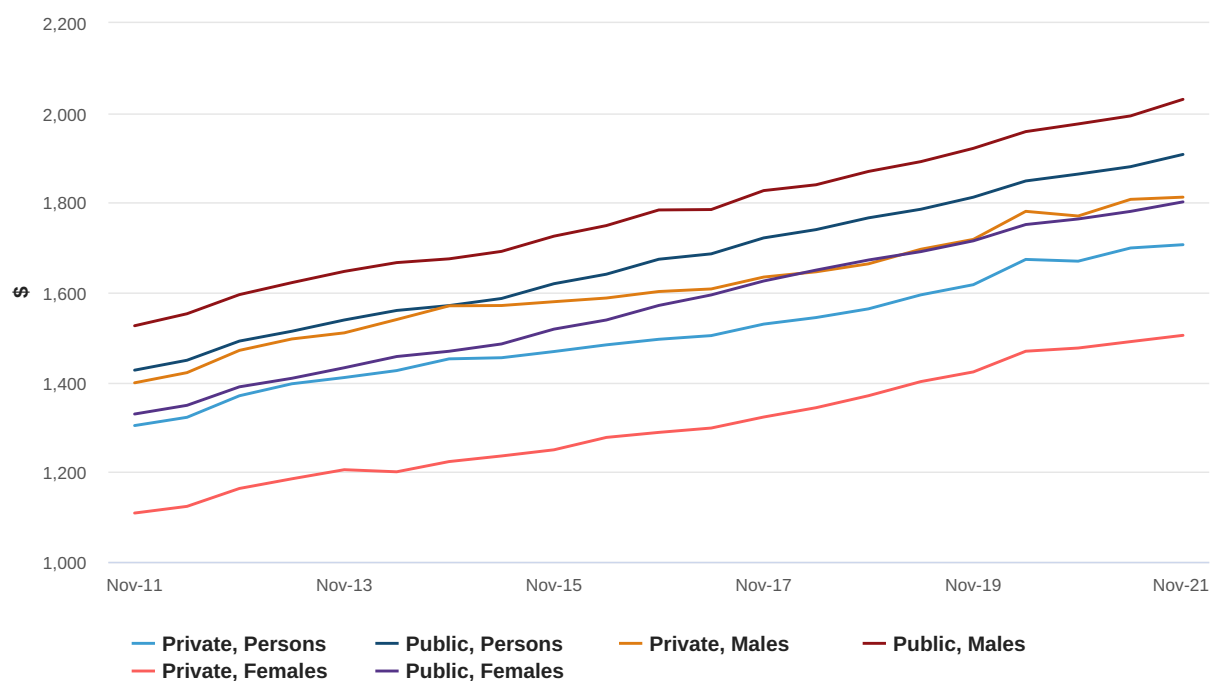
		Nov 2021	Nov 2020 to Nov 2021
		\$	% change
Males	Full-time adult average weekly ordinary time earnings	1,846.50	2.3
	Full-time adult average weekly total earnings	1,935.70	2.6
	All employees average weekly total earnings	1,577.10	3.3
Females	Full-time adult average weekly ordinary time earnings	1,591.20	1.9
	Full-time adult average weekly total earnings	1,616.60	2.2
	All employees average weekly total earnings	1,093.80	4.1
Persons	Full-time adult average weekly ordinary time earnings	1,748.40	2.1
	Full-time adult average weekly total earnings	1,813.00	2.4
	All employees average weekly total earnings	1,328.90	3.8

Private and public sector

Average weekly earnings, by sector, original

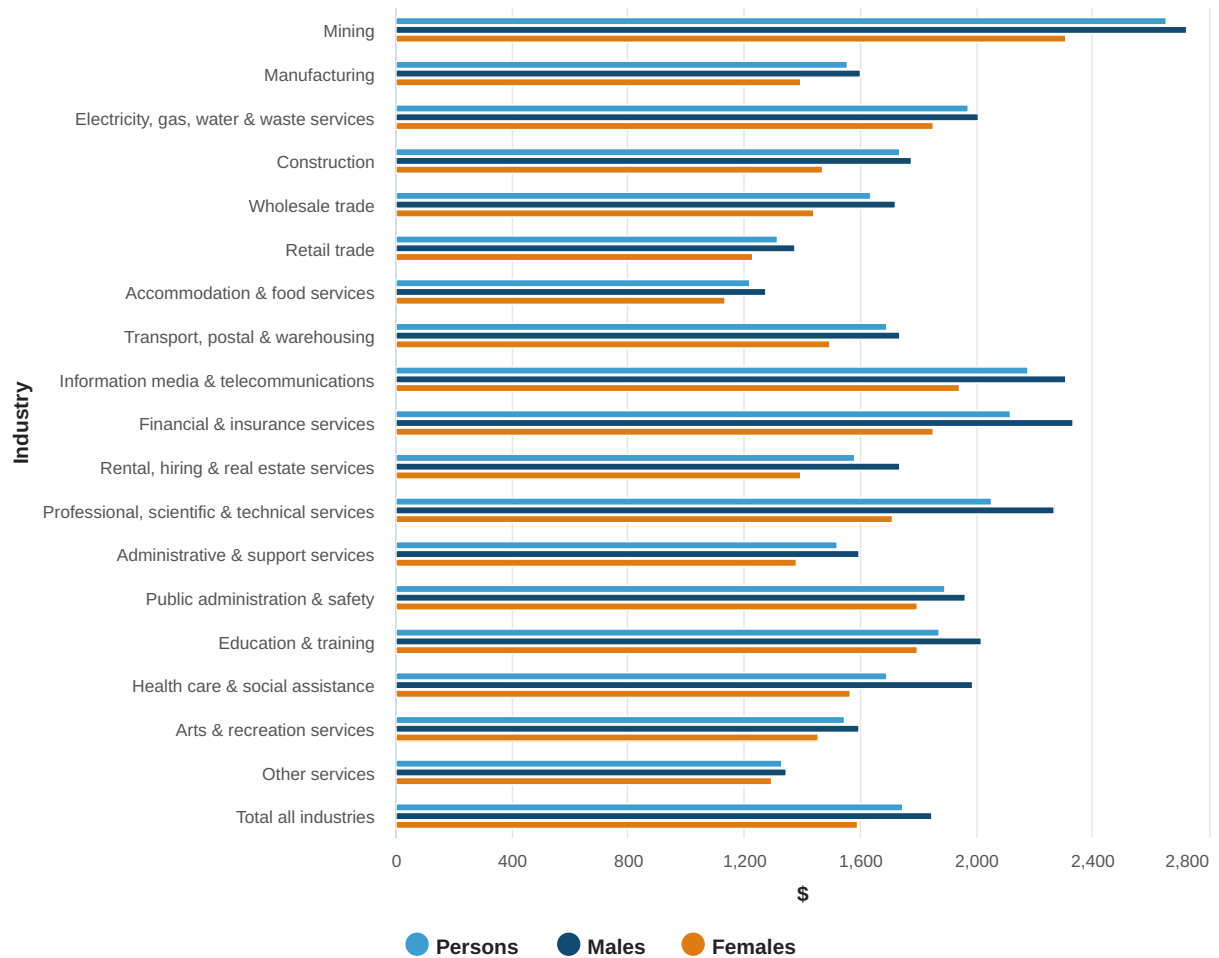
		Nov 2021	Nov 2020 to Nov 2021
		\$	% change
Australia	Full-time adult average weekly ordinary time earnings	1,748.40	2.1
	Full-time adult average weekly total earnings	1,813.00	2.4
	All employees average weekly total earnings	1,328.90	3.8
Private Sector	Full-time adult average weekly ordinary time earnings	1,706.40	2.2
	Full-time adult average weekly total earnings	1,771.40	2.4
	All employees average weekly total earnings	1,265.90	4.1
Public Sector	Full-time adult average weekly ordinary time earnings	1,907.50	2.4
	Full-time adult average weekly total earnings	1,970.90	2.8
	All employees average weekly total earnings	1,609.40	2.9

Average weekly ordinary time earnings, full time adults by sector, original



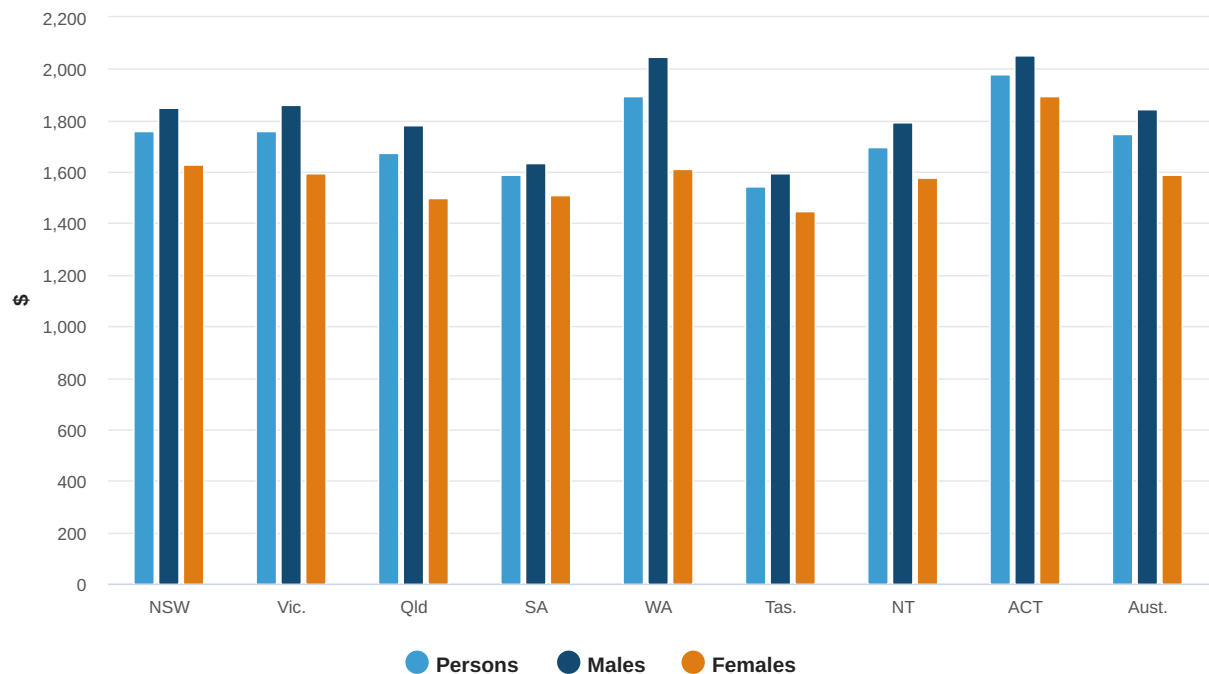
Industry

Average weekly ordinary time earnings, full time adults by industry, original



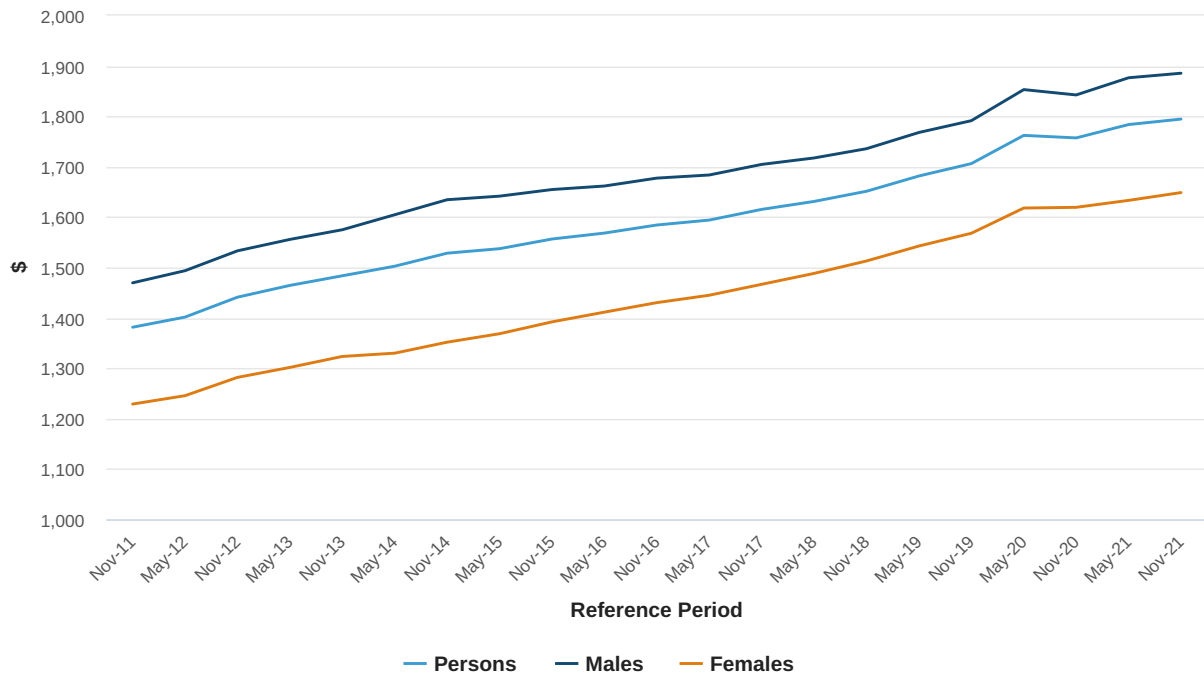
State and territory

Average weekly ordinary time earnings, full time adults by state, original



Cash earnings (includes salary sacrifice)

Average weekly ordinary time cash earnings, full time adults, original



Data downloads

Changes to Excel file format on the ABS website

In line with updating to more recent technology formats, the ABS will progressively transition to releasing Excel files in the .XLSX format. This means that timeseries spreadsheets in the suite of labour statistics releases will be progressively upgraded from .XLS files to .XLSX files.

While this change will improve usability, it may also require changes to automated macros or similar programs that users may have in place that call on the current file extension format.

For Average Weekly Earnings, this change will take effect from the release of November data on 24 February 2022. Previously released data will not change.

Changes will be reflected in other labour statistics from the following dates:

- Labour Force, released on 16 December 2021
- Job Vacancies, released on 12 January 2022
- Employee Earnings and Hours, released on 19 January 2022
- Labour Account, to be released on 9 March 2022
- Industrial Disputes, to be released on 10 March 2022

Some labour statistics, such as Weekly Payroll Jobs and Wages in Australia, already publish Excel data in .XLSX format. No changes will be required for those releases.

Trend estimates suspension

Trend estimates have been suspended from May 2020 for all Average Weekly Earnings series due to the impact of the COVID-19 pandemic on the labour market.

Australia

Table 2. Average weekly earnings, Australia (dollars) - seasonally adjusted

[↓ Download XLSX](#)

[46.65 KB]

Table 3. Average weekly earnings, Australia (dollars) - original

[↓ Download XLSX](#)

[51.76 KB]

Sector

Table 5. Average weekly earnings, private sector - Australia (dollars) - seasonally adjusted

[↓ Download XLSX](#)

[46.69 KB]

Table 6. Average weekly earnings, private sector - Australia (dollars) - original

[↓ Download XLSX](#)

[51.92 KB]

Table 8. Average weekly earnings, public sector - Australia (dollars) - seasonally adjusted

[↓ Download XLSX](#)

[46.7 KB]

Table 9. Average weekly earnings, public sector - Australia (dollars) - original

[↓ Download XLSX](#)
[51.84 KB]

Industry

Table 10a. Average weekly earnings, industry, Australia (dollars) - original - males, full time adult ordinary time earnings

[↓ Download XLSX](#)
[60.99 KB]

Table 10b. Average weekly earnings, industry, Australia (dollars) - original - males, full time adult total earnings

[↓ Download XLSX](#)
[61 KB]

Table 10c. Average weekly earnings, industry, Australia (dollars) - original - males, total earnings

[↓ Download XLSX](#)
[61.19 KB]

Table 10d. Average weekly earnings, industry, Australia (dollars) - original - females, full time adult ordinary time earnings

[↓ Download XLSX](#)
[60.8 KB]

Table 10e. Average weekly earnings, industry, Australia (dollars) - original - females, full time adult total earnings

[↓ Download XLSX](#)
[60.82 KB]

Table 10f. Average weekly earnings, industry, Australia (dollars) - original - females, total earnings

[↓ Download XLSX](#)
[61.01 KB]

Table 10g. Average weekly earnings, industry, Australia (dollars) - original - persons, full time adult ordinary time earnings

[↓ Download XLSX](#)
[60.85 KB]

Table 10h. Average weekly earnings, industry, Australia (dollars) - original - persons, full time adult total earnings

[↓ Download XLSX](#)
[60.91 KB]

Table 10i. Average weekly earnings, industry, Australia (dollars) - original - persons, total earnings

[!\[\]\(125d701e9425b54c764340b5671b38cd_img.jpg\) Download XLSX](#)

[\[61.12 KB\]](#)

State and territory

Table 12a. Average weekly earnings, New South Wales (dollars) - seasonally adjusted

[!\[\]\(e78f798d4ea5c530c9db49e7d26e6b95_img.jpg\) Download XLSX](#)

[\[46.71 KB\]](#)

Table 12b. Average weekly earnings, Victoria (dollars) - seasonally adjusted

[!\[\]\(ec9132f1d27c8919987d92907322654d_img.jpg\) Download XLSX](#)

[\[46.66 KB\]](#)

Table 12c. Average weekly earnings, Queensland (dollars) - seasonally adjusted

[!\[\]\(dd161862f9164df98f62b726e9846241_img.jpg\) Download XLSX](#)

[\[46.71 KB\]](#)

Table 12d. Average weekly earnings, South Australia (dollars) - seasonally adjusted

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[\[46.68 KB\]](#)

Table 12e. Average weekly earnings, Western Australia (dollars) - seasonally adjusted

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[\[46.69 KB\]](#)

Table 12f. Average weekly earnings, Tasmania (dollars) - seasonally adjusted

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[\[46.71 KB\]](#)

Table 12g. Average weekly earnings, Northern Territory (dollars) - seasonally adjusted

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[\[46.69 KB\]](#)

Table 12h. Average weekly earnings, Australian Capital Territory (dollars) - seasonally adjusted

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[\[46.68 KB\]](#)

Table 13a. Average weekly earnings, New South Wales (dollars) - original

[!\[\]\(4c3510be7e062b88b134d9fe870478aa_img.jpg\) Download XLSX](#)

[\[51.92 KB\]](#)

Table 13b. Average weekly earnings, Victoria (dollars) - original

[!\[\]\(f4912148590488019602cab6e009e597_img.jpg\) Download XLSX](#)

[51.94 KB]

Table 13c. Average weekly earnings, Queensland (dollars) - original

[!\[\]\(bd1a142de767a21e5362c595f844a4ff_img.jpg\) Download XLSX](#)

[51.91 KB]

Table 13d. Average weekly earnings, South Australia (dollars) - original

[!\[\]\(0aff635c4179ba9e710b00f4b01d3b20_img.jpg\) Download XLSX](#)

[51.92 KB]

Table 13e. Average weekly earnings, Western Australia (dollars) - original

[!\[\]\(8bba887393ca45b761e5cb49e755e762_img.jpg\) Download XLSX](#)

[52.05 KB]

Table 13f. Average weekly earnings, Tasmania (dollars) - original

[!\[\]\(bd3b31712ad9bab5a241210fa6925cdd_img.jpg\) Download XLSX](#)

[51.95 KB]

Table 13g. Average weekly earnings, Northern Territory (dollars) - original

[!\[\]\(41aea2746216b27a6939d696d8e035da_img.jpg\) Download XLSX](#)

[51.97 KB]

Table 13h. Average weekly earnings, Australian Capital Territory (dollars) - original

[!\[\]\(4436e6b00b9d5e62c2a161129eb3e4d0_img.jpg\) Download XLSX](#)

[51.96 KB]

State by sector

Table 14a. Average weekly earnings, private and public sectors, New South Wales (dollars) - original - persons

[!\[\]\(2088942ccfedc84a0a076c3fee3541aa_img.jpg\) Download XLSX](#)

[49.68 KB]

Table 14b. Average weekly earnings, private and public sectors, Victoria (dollars) - original - persons

[!\[\]\(fb9e809951d718d0a8038dca8a708d54_img.jpg\) Download XLSX](#)

[49.69 KB]

Table 14c. Average weekly earnings, private and public sectors, Queensland (dollars) - original - persons

[!\[\]\(e03857cdd33a5ff23dbb9f5eebaa4497_img.jpg\) Download XLSX](#)

[49.67 KB]

Table 14d. Average weekly earnings, private and public sectors, South Australia (dollars) - original - persons

[!\[\]\(b39c89771cd6fb2128a8c57aa7d97f9a_img.jpg\) Download XLSX](#)

[49.73 KB]

Table 14e. Average weekly earnings, private and public sectors, Western Australia (dollars) - original - persons

[!\[\]\(eafc244b53721dd1ec133f0772f70fc7_img.jpg\) Download XLSX](#)

[49.78 KB]

Table 14f. Average weekly earnings, private and public sectors, Tasmania (dollars) - original - persons

[!\[\]\(5a132f13505a6571904d622757b7a8f0_img.jpg\) Download XLSX](#)

[49.71 KB]

Table 14g. Average weekly earnings, private and public sectors, Northern Territory (dollars) - original - persons

[!\[\]\(73002692dd5e7a64e60946be3158e719_img.jpg\) Download XLSX](#)

[49.78 KB]

Table 14h. Average weekly earnings, private and public sectors, Australian Capital Territory (dollars) - original - persons

[!\[\]\(ab4e2b3fc7e7887b7a72f548aa6f5e60_img.jpg\) Download XLSX](#)

[49.78 KB]

Cash earnings (includes salary sacrifice)

Table 15: Average weekly cash earnings, Australia by sector (dollars) - original

[!\[\]\(5abce1a84a655b073239ab33e1199487_img.jpg\) Download XLSX](#)

[112.56 KB]

Table 16: Average weekly cash earnings, state by sector (dollars) - original

[!\[\]\(f9f168a9979beed8b01f8750d577d508_img.jpg\) Download XLSX](#)

[578.37 KB]

Table 17: Average weekly cash earnings, industry, Australia (dollars) - original

[!\[\]\(13163d77073735089069a7603de98433_img.jpg\) Download XLSX](#)

[399.72 KB]

All November 2021 spreadsheets

Time series spreadsheets

[!\[\]\(987606e59d5984b3118f78a58e78d0fb_img.jpg\) Download ZIP](#)

[2.78 MB]

Seasonality

Some of the seasonally adjusted series above do not display seasonality, so they are

not seasonally adjusted. In these cases the seasonally adjusted figure will be the same as the original series. The file below lists the treatment of each of these series.

Seasonality guide

[↓ Download XLSX](#)

[41.37 KB]

Article archive

[Spotlight - increases in average weekly earnings - compositional changes during the COVID-19 period \(/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-increases-in-average-weekly-earnings-compositional-changes-during-the-covid-19-period\)](#) (May 2020)

[Spotlight - comparing average weekly earnings with other measures of earnings \(/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-comparing-average-weekly-earnings-with-other-measures-of-earnings\)](#) (May 2020)

[Spotlight - average weekly earnings survey methods during COVID-19 \(/statistics/labour/earnings-and-work-hours/average-weekly-earnings-australia/may-2020#spotlight-average-weekly-earnings-survey-methods-during-covid-19\)](#) (May 2020)

Previous catalogue number

This release previously used catalogue number 6302.0.

Methodology

[Average Weekly Earnings, Australia methodology, November 2021](#)